



## Hannah Elizabeth Jarrells

Shareholder

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Hannah Jarrells is a strategic and energetic business litigator who helps companies protect what makes them unique and commercially competitive. She specializes in high-stakes disputes, including trade secret misappropriation, restrictive covenant and fiduciary duty claims, business torts, and complex employment litigation.

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Hannah is a seasoned commercial litigator who represents corporate and individual clients in complex disputes in both federal and state courts. She has extensive experience handling trade secret misappropriation, restrictive covenants, fiduciary duty claims, fraud and whistleblower actions, breach of contract, intellectual property disputes, RICO allegations, and founder conflicts. She is also frequently engaged to conduct internal investigations and advise on corporate agreements and entity formation.

Clients rely on Hannah for her proven ability to deliver results – whether obtaining injunctive relief in trade secret cases, prevailing on dispositive motions, or negotiating efficient resolutions that reduce cost and risk. A trusted strategic partner, she anticipates regulatory and business challenges and tailors solutions that protect her clients' most critical assets and competitive advantages.

Her regulatory experience spans the "alphabet soup" of corporate and employment statutes, including RICO, FINRA, SOX, Dodd-Frank, ADA, FLSA, Title VII, ADEA, and FMLA. With industry experience ranging from healthcare and financial services to manufacturing, distribution, and technology, Hannah brings business-savvy advocacy that aligns legal strategy with organizational objectives.

### Representative Matters

- Represented eight defendants, including a publicly traded multinational corporation, in a nine-figure international dispute brought in the U.S. alleging breach of contract, fraud, fiduciary duty, and discrimination claims. After extensive litigation, prevailed on every cause of action against every defendant, resulting in a \$0 recovery.
- Defended a gas and welding supply company and obtained complete summary judgment in a suit alleging defamation and seeking a declaratory judgment that the company's restrictive covenants against former employees were invalid.
- Represented a manufacturing company in a trade secret theft case against a competitor, resulting in widespread injunctive relief that crippled the competitor's expansion plans and resulted in a substantial seven-figure settlement.
- Obtained complete summary judgment against a former employee of a health care company who alleged pregnancy discrimination under Title VII of the Civil Rights Act and interference with plan benefits under ERISA.
- Defended a Fortune 500 company in a Sarbanes-Oxley and Dodd-Frank whistleblower case and accepted a "courthouse surrender" from the plaintiff two days before trial following favorable pretrial rulings resulting in a 94 percent decrease in settlement demand.
- Defeated a preliminary injunction action sought against a manufacturing company by two former employees allowing the client to maintain its right to enforce former employees' restrictive covenants.
- Successfully defended a publicly traded software company against a whistleblowing complaint alleging violations of Securities and Exchange laws and wire fraud, culminating in a summary decision dismissing all claims with prejudice.

- Successfully negotiated a substantial and early six-figure settlement and the termination of a former employee from his new employer on behalf of an SaaS company after the former employee left with the client's trade secrets to join a competitor in violation of his non-competition agreement.
- Obtained summary judgment for a B2B marketing company on claims brought under the California Fair Employment Housing Act alleging disability discrimination.
- Obtained a complete defense verdict in a three-day arbitration on behalf of a national restaurant chain where a former employee claimed he was terminated on account of his age in violation of Title VII of the Civil Rights Act.



## Professional Honors & Activities

- Listed in *Best Lawyers: Ones to Watch® in America* for Commercial Litigation, Labor and Employment Law - Management, and Municipal Law (2021 – 2026)
- Selected to Georgia Rising Stars in the area of Employment & Labor (2021 – 2023); Business Litigation (2024 – 2026)
- Executive Editor – Georgia Journal of International and Comparative Law
- Pupil – W. Homer Drake, Jr. Georgia Bankruptcy American Inn of Court



## Publications

- "A Framework For Investigating Commercial Loan Fraud," *Law360* (June 2024)
- "Application of the Business Judgement Rule in the USA, Germany, Switzerland and Selected Arab[ian] Countries," *New Law Online Journal* (June 2024)
- "Trade Secret Protection Plans Provide Certainty to Employers" (May 2024)
- "The End of Non-Competition Agreements? Not so Fast!" (April 2024)
- "Georgia Courts Upend Years of Lax Employee Restrictive Covenant Drafting" (October 2023)
- "What Makes for a Successful Mentor/Mentee Relationship?," *Women's Initiative Newsletter* (October 2021)
- "Have You Heard? Six Steps to Protect Your Company from Hostile Work Environment Claims Based on Workplace Rumors," republished in *Westlaw Journal Employment* (December 2019)
- "History, TRIPS, and Common Sense: Curbing the Counterfeit Drug Market in sub-Saharan Africa" (2015)



## Speaking Engagements

- "Ethical Quandaries and Guidance for Internal and External Investigators" (November 6, 2020)



## Webinars

- HR Floodgate: Navigating the Tsunami of Recent Employment Law Changes (May 2024)
- Fraud and Commercial Loan Transactions: From Suspicion to Investigation (April 2024)



## Education

- University of Georgia School of Law, J.D., 2015, cum laude
- University of Georgia, B.A., 2012, magna cum laude



## Admissions

- Georgia
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the District of Colorado